

Panaji, 16th July, 1981 (Asadha 25, 1903)

SERIES II No. 16

OFFICIAL GAZETTE



GOVERNMENT OF GOA, DAMAN AND DIU

GOVERNMENT OF GOA, DAMAN AND DIU

Department of Personnel and Administrative Reforms

Order

No. 3/16/81-PER

Consequent upon the placement of his services at the disposal of Government of Goa, Daman and Diu, by Government of India, Ministry of Home Affairs, New Delhi, the Administrator of Goa, Daman and Diu is pleased to appoint Shri K. C. Johorey, IAS (UT) as Chief Secretary, Government of Goa, Daman and Diu, with effect from 9/6/1981 (Afternoon).

2. This is issued in terms of Government of India, Ministry of Home Affairs letter No. 14020/61/80-UTS dated 26th June, 1981.

By order and in the name of the Administrator of Goa, Daman and Diu.

G. H. Mascarenhas, Under Secretary (Personnel).

Panaji, 7th July, 1981.

Order

No. 4/17/74-PER (Vol. III)

Consequent upon the placement of her services at the disposal of Government of Goa, Daman and Diu, by Government of India, Ministry of Home Affairs, New Delhi, the Administrator of Goa, Daman and Diu is pleased to appoint Kum. Nita Bali, IAS, as Commissioner of Sales Tax, Entertainment Tax and Excise with effect from 29-6-1981 (A. N.).

By order and in the name of the Administrator of Goa, Daman & Diu.

G. H. Mascarenhas, Under Secretary (Personnel).

Panaji, 8th July, 1981.

Order

No. 3/17/81-PER

On placement of his services at the disposal of this Administration by Government of India, Ministry of Home Affairs New Delhi, the Administrator of Goa, Daman and Diu is pleased to appoint Shri J. P. Singh, IAS, as Director of Education, Panaji, with immediate effect and until further orders.

2. Shri Dharam Dutt, IAS, Finance Secretary, holding addl. charge of the Director of Education, shall stand relieved of the addl. charge of the post of Director of Education with effect from the date he is relieved by Shri J. P. Singh.

3. Shri Singh had reported to Chief Secretary for duty on 5-7-1981 (A. N.) and was awaiting his posting which was under consideration of Government. The period from 6-7-81

till he takes over his new assignment shall be treated as "awaiting posting" and he shall be paid pay and allowances for that period.

By order and in the name of the Administrator of Goa, Daman & Diu.

G. H. Mascarenhas, Under Secretary (Personnel).

Panaji, 9th July, 1981.

Forest and Agriculture Department

Order

No. 4/9/79-AGR

Read: — Govt. Order No. 4/9/79-AGR dated 27-5-1980.

Sanction is hereby accorded to the continuation of deputation of Dr. H. Y. Karapurkar, Officer in Charge of Research Station, Ela as Project Director, Rural Development Agency for a further period of one year with effect from 16-6-1981 on the same terms and conditions as mentioned in the Government Order No. 4-9-79-AGR dated 27-5-80.

By order and in the name of the Administrator of Goa, Daman and Diu.

N. P. Ganunekar, Under Secretary (Forest & Agriculture).

Panaji, 13th July, 1981.

Revenue Department

Notification

No. 22/151/80-RD

Whereas by Government Notification No. 22/151/80-RD dated 22-1-81 published on page 675 of Series II, No. 45 of the Official Gazette, dated 5-2-81 it was notified under Section 4 of the Land Acquisition Act, 1894 (hereinafter referred to as "the said Act") that the land, specified in the schedule appended to the said Notification (hereinafter referred to as the "said land") was likely to be needed for the public purpose viz. Construction of Two Span Culvert at Mugoli, Sanguem.

And Whereas the appropriate Government (hereinafter referred to as "the Government") is satisfied after considering the report made under sub-section (2) of Section 5A of the said Act, that the said land specified in the schedule hereto is needed to be acquired for the public purpose specified above.

Now, Therefore, the Government is pleased to declare under the provisions of Section 6 of the said Act that the said land is required for the public purpose specified above.

2. The Government is also pleased to appoint under clause (c) of Section 3 of the said Act, the Land Acquisition Officer, P. W. D. (Cell) Altinho-Panaji, to perform the functions of a Collector for all proceedings hereinafter to be taken in respect of the said land, and to direct him under Section 7 of the said Act to take order for the acquisition of the said land.

3. A plan of the said land can be inspected at the office of the said Land Acquisition Officer, P. W. D. (Cell) Altinho, Panaji till the award is made under Section 11.

SCHEDULE
(Description of the said land)

Sr. No.	Taluka	Village/Ward	Survey No.	Sub-Div. No.	Names of the persons believed to be interested	Approximate area in sq. mts.
1	2	3	4	5	6	7
1.	Sanguem	Mugoli	5	1(Part)	H: Vithal Ananth Kamat Haldankar.	735.00
2.	— do —	— do —	5	2(Part)	H: Shri Kude Deo. T: Jiva Dessai. 2) Fondu Jiva Desai. Bhicaro Barkelo Dessai. Ganba Kust Dessai. Ganesh Dessai. Parvati Dessai. Sada Vatu Dessai. <i>Boundaries:</i> North: Sub-Div. No. 1, 2 of S. No. 5. South: Sub-Div. No. 1 of S. No. 5 and Nala. East: Sub-Div. No. 1 & 2 of S. No. 5. West: Sub-Div. No. 1 & 2 of S. No. 5.	175.00
3.	— do —	— do —	70	3(Part)	H: Smt. Maria Jose D'Costa Miranda. <i>Boundaries:</i> North: Nala. South: Sub-Div. No. 3 of S. No. 70. East: Sub-Div. No. 3 of S. No. 70. West: Sub-Div. No. 3 of S. No. 70.	315.00
Total						1,225.00

By order and in the name of the Lt. Governor of Goa, Daman and Diu.

S. Regunathan, Secretary (Revenue).

Panaji, 30th June, 1981.

Notification

No. 22/159/80-RD

Whereas by Government Notification No. 22/159/80-RD dated 23-1-81 published on page 679-680 of Series II, No. 45 of the Official Gazette, dated 5-2-1981 it was notified under Section 4 of the Land Acquisition Act, 1894 (hereinafter referred to as "the said Act") that the land, specified in the schedule appended to the said Notification (hereinafter referred to as the "said land") was likely to be needed for the public purpose viz. Construction of extension to the existing school building at Murdi, Candepar, Ponda.

And Whereas the appropriate Government (hereinafter referred to as "the Government") is satisfied after considering the report made under sub-section. (2) of Section 5A

of the said Act, that the said land specified in the schedule hereto is needed to be acquired for the public purpose specified above.

Now, Therefore, the Government is pleased to declare under the provisions of Section 6 of the said Act that the said land is required for the public purpose specified above.

2. The Government is also pleased to appoint under clause (c) of Section 3 of the said Act, the Deputy Collector (Land Acquisition Officer) Panaji to perform the functions of a Collector for all proceedings hereinafter to be taken in respect of the said land, and to direct him under Section 7 of the said Act to take order for the acquisition of the said land.

3. A plan of the said land can be inspected at the office of the said Deputy Collector (Land Acquisition Officer), Panaji till the award is made under Section 11.

SCHEDULE
(Description of the said land)

Sr. No.	Taluka	Village/Ward	Survey No.	Sub-Div. No.	Names of the persons believed to be interested	Approximate area in sq. mts.
1	2	3	4	5	6	7
1.	Ponda	Candepar	65	1/Part	O: Gangabai Vassudev Borkar. <i>Boundaries:</i> North: Survey No. 65/1 and road. South: (Road) Footpath. East: S. No. 65/1. West: Road.	1692.00
Total						1692.00

By order and in the name of the Lt. Governor of Goa, Daman and Diu.

S. Regunathan, Secretary (Revenue).

Panaji, 24th June, 1981.

Notification

No. 22/76/81-RD

Whereas it appears to the Appropriate Government (hereinafter referred to as "the Government") that the land specified in the schedule hereto (hereinafter referred to as the "said land") is likely to be needed for public purpose viz. for construction of Right Bank Main Canal for Anjunem Irrigation Project at Siroli and Gonteli, Satari.

Therefore the Government is pleased to notify under sub-section (1) of Section 4 of the Land Acquisition Act, 1894 (hereinafter referred to as the "said Act") that the said land is likely to be needed for the purpose specified above.

2. All persons interested in the said land are hereby warned not to obstruct or interfere with any surveyor or other persons employed upon the said land for the purpose of the said acquisition. Any contracts for the disposal of the said land by sale, mortgage, assignment, exchange or otherwise, or any outlay commenced or improvements made thereon without the sanction of the Collector appointed in paragraph 4 below, after the date of the publication of this Notification, will under clause (seventh) of Section 24 of the said Act, be disregarded by him while assessing compensation for such parts of the said land as may be finally acquired.

3. If the Government is satisfied that the said land is needed for the aforesaid purpose, a declaration to that effect under Section 6 of the said Act will be published in the Official Gazette, in due course. If the acquisition is abandoned wholly or in part, the fact will be notified.

4. The Government is further pleased to appoint under clause (c) of Section 3 of the said Act the Special Land Acquisition Officer, Sanguem, to perform the functions of a Collector under the said Act in respect of the said land.

5. The Government is also pleased to authorise under sub-section (2) of Section (4) of the said Act, the following officers to do the acts, specified therein in respect of the said land.

1. The Collector of Goa, Panaji.
2. The Special Land Acquisition Officer, Sanguem.
3. The Executive Engineer, Works Division XXVII, Bicholim, Goa.
4. The Director of Land Survey, Panaji.

6. A rough plan of the said land is available for inspection in the office of the Special Land Acquisition Officer, Sanguem for a period of 30 days from the date of publication of this Notification in the Official Gazette.

SCHEDULE

(Description of the said land)

Sr. No.	Taluka	Village/Ward	Survey No.	Sub. Div. No.	Names of the persons believed to be interested	Approximate area in sq. mts.
1	2	3	4	5	6	7
	Satari	Siroli	4	3	H: Yesso Keshav Gauns. Mahadev Keshav Gauns. Vishnu Keshav Gauns. L: Vishnu Keshav Gauns. North: Survey No. 4/2. South: Survey No. 4/3. East: Survey No. 4/4. West: Survey No. 4/3.	355.00
			62	1	H: Foti Govind Porienkar. L: Foti Govind Porienkar. North: Survey No. 74/3. South: Survey No. 63/2. East: Survey No. 62/2. West: Survey No. 63/1.	3175.00
			62	2	H: Arjun Atma Porienkar. L: Arjun Zoolgo Porienkar. North: Survey No. 74/3. South: Survey No. 62/1. East: Survey No. 62/2. West: Survey No. 63/1.	285.00
			63	1	H: Shankar Vishnu Gauns. L: Rodyo Vishnu Gauns. North: Survey No. 74/5. South: Survey No. 62/1. East: Survey No. 62/1. West: Survey No. 63/1.	1220.00
			63	3	H: Sodyo Vishnu Gauns. L: Rodyo Vishnu Gauns. North: Survey No. 63/1. South: Survey No. 34/1. East: Survey No. 63/4. West: Survey No. 63/3.	2306.00
			63	4	H: Fati Govind Porienkar. L: Fati Govind Porienkar. North: Survey No. 62/1. South: Survey No. 63/3. East: Survey No. 62/1. West: Survey No. 63/3.	100.00
			75	1	H: Naglo Yesso Gauns. Sattavati Gongo Gauns. L: Yesso Dano Gaunkar. North: Survey No. 78/1. South: Survey No. 74/3. East: Survey No. 75/1. West: Survey No. 75/1.	8680.00

1	2	3	4	5	6	7
Satari	Siroli	77	1	H: Fati Govind Porienkar. L: Fati Govind Porienkar. North: Survey No. 77/1. South: Survey No. 78/2. East: Survey No. 77/2. West: Survey No. 77/1.	4720.00	
		77	2	H: Tukaram Soma Gauns. Rauji Govind Gauns. Mukund Soma Gauns. Narayan Soma Gauns. L: Fati Govind Porienkar. North: Boundary of Maharashtra. South: Survey No. 77/1. East: Survey No. 87/1. West: Survey No. 77/1.	1990.00	
		78	1	H: Arjun Atma Porienkar. Ladu Atma Porienkar. Raglo Atma Porienkar. L: Arjun Zadgo Porienkar. North: Survey No. 77/1. South: Survey No. 75/1. East: Survey No. 79/2. West: Survey No. 78/1.	2900.00	
		78	2	H: Rama Babli Shetkar. Shankar Ganesh Shetkar. L: Arjun Zadgo Porienkar. North: Survey No. 77/1. South: Survey No. 79/1. East: Survey No. 78/5. West: Survey No. 78/1.	1200.00	
		79	1	H: Chondru Sopri Gauns. Sopri Babli Gauns. Ladman Chondru Gauns. L: Babli Sopri Gauns. North: Survey No. 78/1. South: Survey No. 75/1. East: Survey No. 79/1. West: Survey No. 78/1.	850.00	
		87	1	H: Fati Govind Porienkar. Mahadev Govind Porinkar. Tukaram Vatke Porinkar. L: Fati Govind Porienkar. North: Boundary of Maharashtra. South: Survey No. 77/2. East: Survey No. 87/2. West: Survey No. 77/2.	1080.00	
		88	1	H: Vishnu Keshav Gauns. Yesso Keshav Gauns. Mahadev Keshav Gauns. L: Vishnu Keshav Gaunkar. North: Stream. South: Survey No. 88/2. East: Survey No. 88/2. West: Stream.	909.00	
		88	2	H: Chondru Sazulo Narvenkar. Krishna Sazulo Narvenkar. L: Chondru Sazulo Narvenkar. Krishna Sazulo Narvenkar. North: Survey No. 88/1. South: Survey No. 88/3. East: Survey No. 5/1. West: Stream.	2400.00	
		88	3	H: Gilu Krishna Gauns. L: Krishna Gilu Gauns. North: Survey No. 88/2. South: Stream. East: Survey No. 5/7. West: Stream.	2700.00	
		88	5	H: Anant Arjun Gauns. L: Pandu Gopal Gaunkar. North: Survey No. 5/7. South: Survey No. 88/6. East: Survey No. 5/8. West: Survey No. 88/3.	250.00	
		88	6	H: Vishnu Pandurang Gauns. L: Pandu Gopal Gaonkar. North: Survey No. 5/7. South: Survey No. 88/6. East: Survey No. 5/8. West: Survey No. 88/5.	20.00	

1	2	3	4	5	6	7
	Satari	Gonteli	20	1	H: Rama Ganesh Gauns. L: Ganesh Rama Gaunkar. North: Survey No. 25/1. South: Survey No. 20/4. East: Survey No. 29/4. West: Survey No. 25/9.	3900.00
			20	4	H: Mahadev Rama Gauns Mangulkar. Bhagirati F. Gauns Mangulkar. L: Rama Yesso Gauns. North: Survey No. 20/1. South: Survey No. 21/0. East: Survey No. 20/4. West: Survey No. 21/0.	1600.00
			22	1	H: Atmaram Sukdo Gauns. L: Ali Khan. North: Survey No. 25/6. South: Survey No. 22/1. East: Survey No. 21/0. West: Survey No. 24/6.	1300.00
			24	6	H: Babaji Gopal Gauns. L: Babaji Gopal Gauns. North: Survey No. 25/6. South: Survey No. 24/2. East: Survey No. 22/1. West: Survey No. 24/2.	3100.00
			25	3	H: Shablo Krishna Gauns. L: Krishna Bhingo Gauns. North: Survey No. 34/9. South: Survey No. 25/5. East: Survey No. 25/4. West: Survey No. 25/5.	125.00
			25	4	H: Laxman Ramachandra Parab. Kashinath Ramchandra Parab. Krishna Ramachandra Parab. Sadashiv Ramchandra Parab. Siva Ramchandra Parab. Chandrakant Ramchandra Parab. L: Ramchandra Parab Pisulekar. North: Survey No. 34/9. South: Survey No. 25/5. East: Survey No. 25/5. West: Survey No. 25/5.	150.00
			25	5	H: Laxmi Ramkrishna Gauns. Harischandra Krishna Gauns. L: Rama Ori Gaunso. North: Survey No. 34/9. South: Survey No. 20/1. East: Survey No. 25/5. West: Survey No. 25/5.	4500.00
			25	6	H: Tukaram Ganesh Gauns. L: Tukaram Ganesh Gauns. North: Survey No. 25/8. South: Survey No. 22/1. East: Survey No. 25/8. West: Survey No. 25/6.	1600.00
			25	8	H: Jaidev Dattu Pangam. L: Jaidev Datta Pangam. North: Survey No. 25/8. South: Survey No. 22/1. East: Survey No. 21/0. West: Survey No. 25/6.	2800.00
			25	9	H: Mahadev Kothu Gauns. Tukaram Sagun Gauns. Pandurang Rama Gauns. L: Ladco Gopal Gauns. North: Survey No. 25/5. South: Survey No. 20/4. East: Survey No. 20/1. West: Survey No. 25/6.	595.00
			33	5	H: Shablo Krishna Gauns. L: Krishna Bhingo Gauns. North: Survey No. 33/6. South: Survey No. 25/3. East: Survey No. 34/9. West: Survey No. 33/5.	250.00

1	2	3	4	5	6	7
Satari	Gonteli	33	6	H: Govind Zongo Gauns. L: Krishna Bhingo Gauns. North: Survey No. 33/7. South: Survey No. 33/5. East: Survey No. 34/8. West: Survey No. 33/6.		950.00
		33	7	H: Atma Custo Gauns. L: Krishna Bhingo Gauns. North: Survey No. 33/8. South: Survey No. 33/6. East: Survey No. 34/8. West: Survey No. 33/7.		1800.00
		33	8	H: Punaji Rama Gauns. L: Krishna Bhingo Gauns. North: Survey No. 63/3. South: Survey No. 33/7. East: Survey No. 34/8. West: Survey No. 33/8.		2200.00
		34	1	H: Babu Shiva Gauns. L: Krishna Bhingo Gauns. North: Survey No. 63/3. South: Survey No. 33/8. East: Survey No. 34/2. West: Survey No. 33/8.		1400.00
		34	8	H: Tukaram Ganesh Gauns. L: Tukaram Ganesh Gauns. North: Survey No. 34/1. South: Survey No. 33/8. East: Survey No. 34/8. West: Survey No. 33/8.		3900.00
Total:						65,295.00

By order and in the name of the Lt. Governor of Goa, Daman and Diu.

S. Regunathan, Secretary (Revenue).

Panaji, 29th June, 1981.

Public Health Department

Order

No. 5/22/81-PHD

On the recommendations of the Local Departmental Promotion Committee Dr. (Mrs.) A. A. R. Noronha, is hereby appointed on ad-hoc basis to the post of Lecturer in Physiology in the pay scale of Rs. 1100-50-1500-60-1800 in Goa Medical College, Panaji with immediate effect, until further orders, on the terms and conditions mentioned in Memorandum of even number dated 28th May, 1981.

The above appointment will not bestow on the person a claim for regular appointment and the service rendered on ad-hoc basis in the grade would not count for the purpose of seniority in that grade and for eligibility for promotion to the next higher grade.

Dr. (Mrs.) Noronha has already been declared fit by the Medical Board, Panaji.

This supersedes Government order of even number dated 24th June, 1981.

By order and in the name of the Administrator of Goa, Daman and Diu.

M. S. Sail, Under Secretary (Health).

Panaji, 13th July, 1981.

Order

No. 87/23/81-PHD/GDCH

Sanction of the Government is hereby conveyed for transfer on deputation of Dr. Prem Behari Sood, Public Health Dentist, under the Directorate of Health Services, as Lecturer in Pedodontia in Goa Dental College and Hospital Panaji Goa, in the pay scale of Rs. 1100-50-1500-60-1800. His appointment is subject to the restriction laid down under F. R. 35. The pay scale is provisional.

The above deputation shall be for a period of one year in the first instance.

The terms and conditions of deputation shall be in accordance with the Government of India, Ministry of Finance (Department of Expenditure), O.M. No. 10/24/E. III/60 dated 4-3-1961 as amended from time to time.

This issues with the concurrence of the Finance Expenditure Department vide their u. o. No. FD/2471/81 dated 4-5-81.

By order and in the name of the Administrator of Goa, Daman and Diu.

M. S. Sail, Under Secretary (Health).

Panaji, 10th July, 1981.

Industries and Labour Department

Office of the Commissioner, Labour and Employment

No. CLE/IRM/CON(265)/80 Part II 4492

Memorandum of Settlement under Section 12(3) of the Industrial Disputes Act, 1947 between the Barge Owners in Goa and the Bargecrew employed under them

PARTIES TO THE SETTLEMENT

Representing the Employers Representing the Workmen

- | | |
|--|--|
| 1. Shri A. V. Salgaonkar, Chairman, Goa Barge Owners' Negotiating Committee. | 1. Shri S. R. Kulkarni President, United Bargemens' Association (HMS). |
| 2. Capt. K. S. Varadkar | 2. Shri D. Mohan Rao, General Secretary. |

Representing the Employers Representing the Workmen

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|--------------------------|---|
| 3. Shri Ramesh Dessai. | 3. Shri Ferdino Rebello,
Vice-President. |
| 4. Shri D. P. Sinha. | 4. Shri V. S. Rao. |
| 5. Shri A. M. Karnik. | 5. Shri G. R. Sawant. |
| 6. Shri Mohan Rao. | |
| 7. Shri V. M. Pai Anglo. | |
| 8. Shri A. B. Dessai. | |
| 9. Shri J. I. Dialani. | |
| 10. Shri R. Sundaran. | |

SHORT RECITAL OF THE CASE

The bargecrew employed in the Industry served through the United Bargemen's Association, the strike notice under their letter dated 6-12-80 on all the thirty-six Barge Owners in Goa (details at Annexure "A") threatening to go on strike from midnight of 22nd/23rd December, 1980 if the 31-Point Charter of Demands dated 24-3-1980 raised by the Union was not resolved satisfactorily. This Charter of Demands was raised consequent upon expiry of the term of previous wage settlement dated 12-3-1977.

The notice was received by the Commissioner, Labour and Employment, Government of Goa, Daman and Diu on 9th December, 1980 who fixed the case for holding conciliation proceedings on 17th December, 1980. It was attended to by the parties.

The employers informed that they have already formed a Negotiating Committee of the Barge Owners which has been authorised by all the thirtysix Barge Owners who are parties to the instant Industrial Dispute. (Their details are furnished at Annexure 'B', 'C' and 'D' to this settlement). As the dispute related to the Barge Industry of the Union Territory, the above authorisation filed, was scrutinised and allowed under Section 36(2) of the Industrial Disputes Act, 1947.

It was revealed during the course of Conciliation proceedings that the issues on 31-Point Charter of Demands were being discussed mutually between the parties for the last about eight months and they had worked out various details to meet the requirements of the Bargecrew. However, certain basic differences arose which could not be resolved bilaterally and hence the instant industrial dispute raised before the Conciliation Machinery of the Government.

During the Conciliation proceedings held on 17th December, 1980 both the parties expressed the desire to discuss the matter mutually and, hence time was allowed and the case fixed for 22nd December, 1980. However, even after the prolonged conciliation proceedings upto 23rd December, 1980 no settlement could be arrived at, to the satisfaction of the parties and the workmen went on strike with effect from 22nd/23rd December, 1980 as announced. Despite this position, both the parties jointly requested the Commissioner, Labour and Employment to allow time to meet on the issues again as there was willingness to resolve the matter through negotiations. Accordingly, Conciliation proceedings were held on different dates and finally on the 25th of January, 1981 and 26th January, 1981.

The continued strike with effect from 23-12-1980 also seized the attention of the Hon'ble Chief Minister who called upon the parties to resolve the differences in the interest of the Nation and economy of the Country and to the Union Territory.

Pursuant to his desire, efforts were made with the renewed vigour of the parties coupled with the tenacious persuasion from the Commissioner, Labour and Employment and the Secretary, and after prolonged sittings on 24th and 25th January, 1981, the parties agreed to resolve the dispute by signing the memorandum of settlement dated 26th January, 1981 on the terms spelt below:—

TERMS OF THE SETTLEMENT**REGARDING WORKING HOURS:—**

1. (a) The employers agreed in principle to introduce regulated working hours for the bargecrew i. e. of 8 hours working per day.
- (b) The parties having realised that the introduction of regulated working hours for the bargecrew cannot be implemented immediately, agree to prepare a scheme jointly by a Committee appointed for the purpose, consisting of four repre-

sentatives of each side nominated by the United Bargemens' Association (HMS) and the employer who are parties to this settlement.

(c) It is agreed between the parties that in case of any difference of opinion between the members of the Committee, such differences shall be resolved under the machinery provided here-in-below:

(i) Difference on Technical matters, such as manning and other aspects shall be referred to a Board of Arbitrators consisting of one member from each side and headed under the Chairmanship of a person having special knowledge of the subject and nominated by the Government of Goa, Daman and Diu competent to decide such technical matters.

(ii) Any other difference not falling under item no. (i) above, shall be referred to the Arbitration of a person acceptable to both the parties.

(iii) The Proceedings if any, before the Board of Arbitration or the Arbitrator shall be under the provisions of Section 10-A of the Industrial Disputes Act, 1947.

(d) Upon Finalisation of the Scheme, the parties shall mutually decide the date from which the regulated working hours shall be introduced. In case of difference of opinion, between the parties as to the date of introduction of regulated working hours, the parties shall abide by the date fixed by the Arbitrator mentioned in clause no. (c) (ii) above.

(e) Pending finalisation and introduction of the Scheme of regulated working, the employers agree to pay from 1st March, 1980 Compensation equivalent to 50% wage (Basic F. D. A.) per month to each bargecrew. It is agreed between the parties that the Compensation agreed under this clause shall be payable to the bargecrew in respect of days he is on duty and include the days when he is on weekly Offs only.

(f) The employers agree that upon introduction of regulated hours of work for the bargecrew, the employers shall pay Overtime payment at double the normal rate of wage (Basic + F. D. A. + V. D. A.) for the work in excess of 8 hours per day. It is also agreed between the parties that upon introduction of regulated hours of work, the payment of additional Compensation mentioned under clause no. (e) above, shall cease to exist and would stand withdrawn.

2. Wage Revision:

It is agreed that the existing classification of Barge Owners' establishments into three groups for the purpose of pay scales of bargecrew shall be abolished and replaced by the following pay scales to be applicable to all the bargecrew in the Barge Industry with effect from 1st March, 1980.

PAY SCALES

Sr. No.	Designation	Scales of Pay
1.	Sailor	Rs. 385-10-435-12-555-13-685.
2.	Assistant	Rs. 475-12-535-14-675-16-835.
3.	Driver (2nd Class)	Rs. 580-15-655-20-855-25-1105.
4.	Master and Driver (1st Class)	Rs. 740-23-855-26-1115-27-1250-30-1400.

3. Principles of fitment:

(i) The parties agree to the following fitment formula:—

(a) Take the existing pay consisting of Basic + D. A. + V. D. A. + H. R. A. + C. A. + B. A. and Food Subsidy at Index Figure 442 (1949 = 100);

(b) Deduct amount equivalent to Boarding Allowance and Food Subsidy;

(c) In the balance money, after deducting the amount at (b) above, an amount of Rs. 95/- for Sailor/Khalasis, Rs. 105/- for Assistants, Rs. 120/- for Drivers (2nd Class) and Rs. 135/- for Masters (2nd Class) and Driver (1st Class) shall be added;

(d) Out of the total money arrived at (c) above, the amount of V. D. A. of Rs. 146=90 shall be deducted;

(e) From the balance as per (d) above, deduct the amount as per table below:—

Upto Rs. 430/-	Rs. 10/-
431 to 448-50	Rs. 14/-
449 to 519	Rs. 18/-
520 to 532-50	Rs. 22/-
533 to 547-50	Rs. 26/-
548 to 560-50	Rs. 30/-
561 to 659	Rs. 34/-
660 to 796-50	Rs. 38/-
797 to 815	Rs. 42/-
816 to 833-50	Rs. 46/-
834 to 855	Rs. 50/-
856 to 870-50	Rs. 54/-
871 to 874	Rs. 58/-

(f) The remaining amount shall be taken at the appropriate stage of basic wage in the revised scales of pay:

(ii) Fixed D.A. as per scale shown below shall be added and paid with effect from 1st March, 1980:

Basic	D. A.
Upto Rs. 400/-	Rs. 70/-
Rs. 401/- to Rs. 594/-	Rs. 90/-
Rs. 595/- and above	Rs. 100/-

(iii) The V. D. A. of Rs. 146=90 as prevalent at the time shall be added back.

(iv) If the total wages including basic pay, Fixed D.A. and V.D.A. under Clause No. (i), (ii) and (iii) is less than the wages taken for the purpose of Fitment under clause no. 3(i) (a) above, the workman shall be granted necessary increase in the basic pay so that the Fitment wages shown in clause no. 3(i) (a) is fully protected. It is further agreed between the parties that in case where the protection is required to be granted under this clause, the employer shall add 1 (One) increment in such cases in addition to the benefits of protection.

4. Variable Dearness Allowance —

(i) Apart from the Pay Scales and Fixed Dearness Allowance, which are linked to the All India Consumer's Price Index no. 250 (Base 1960=100) workmen shall be eligible to receive Variable Dearness Allowance which shall vary according to the rise of fall in the Consumer's Price Index Number over 250.

(ii) Periodical adjustments shall be made on 1st January, 1st April, 1st July and 1st October on the basis of the average of the said Consumer's Price Index for the preceding Quarter August, October, November, January, February-April and May-July respectively. In determining the average Price Index, number decimals below 0.5 will be ignored, decimals of the 0.5 and above will be rounded off to the next higher integer.

(iii) The rate of variable Dearness Allowance shall be Re. 1.30 per point per month with effect from 1st March, 1980.

ADDITIONAL COMPENSATION

5. It is agreed that on additional Compensation 1.33 days wage per month shall be paid to the bargecrew with effect from 1st March, 1980 or prorata based on attendance.

6. Washing Allowance:

It is agreed that the existing washing allowance at the rate of Rs. 5/- per month shall be enhanced at the rate of Rs. 10/- per person per month effective from 1st March, 1980.

7. Medical Benefits:

It is agreed that the existing Medical Benefits at the rate of Rs. 150/- per Annum per person shall be enhanced with effect from 1st March, 1980 to Rs. 250 per person per year.

8. Leave-Casual Leave, Sick Leave and Privilege Leave:

The existing system of privilege leave, sick leave, Casual leave or payment of accumulated weekly off shall continue to be governed as per the existing norms without any changes.

9. Group Insurance:

It is agreed that the Barge-owners shall be arranging for Group Insurance of the Bargecrew for a sum ranging for Rs. 30,000/-, Rs. 40,000/- and Rs. 50,000/- respectively in respect of the three categories namely (i) Sailors, (ii) Assistants and (iii) Drivers and Masters.

10. Remaining issues other than those treated above:

Besides, what has been stated above, the other demands out of the 31-Point Charter of the United Bargemen's Association (HMS) are dropped excepting the demand regarding Bonus and Transhipper Bonus which are not pressed for.

11. Treatment of the period of strike:

(a) It is agreed that the bargecrew shall sell off the strike with immediate effect and restore full normalcy from 27th January, 1981. It is also agreed that the employers shall not victimise the bargecrew for organising or going on this strike. Period of strike although without wages shall not effect the continuity of service of the workmen, for all practical purposes;

(b) It is agreed that with a view to alleviate the sufferings of the bargecrew, an advance equivalent to one month's wage as per the old scales of pay, shall be paid on or before the 14th of February, 1981. This advance shall be recovered from the 2nd Instalment of the arrears payable under this settlement.

12. Implementation and Duration of the settlement:

A. (i) It is agreed that the bargecrew shall be paid wages for the month of February 1981 and onwards as per the revised rates.

(ii) Arrears payable under this settlement shall be paid in two instalments, the 1st instalment being paid by 30th April, 1981 and the 2nd on or before 31st December, 1981.

B. Duration —

It is agreed that the above settlement shall be operative and binding on the parties for a period of four years effective from 1st March, 1980 and shall continue to operate and bind until such time either party has given two months' notice of termination in advance and the said period has expired.

13. Saving Clause:

The existing facilities, benefits concessions, privileges which are presently being enjoyed by the workmen and not replaced or modified by the present settlement, shall continue to be so enjoyed.

14. Reciprocity:

It is agreed that the workmen shall render full cooperation to the Management with a view to maximise productivity and to assure cordial industrial relations, whereas, the employers assure the workmen all possible cooperation for harmonious relationship in the larger interest of Industrial Relations.

SIGNATURE OF THE PARTIES

Representing the Employer	Representing the Workmen
Sd/-	Sd/-
(A. V. Salgaonkar)	(S. R. Kulkarni)
Sd/-	Sd/-
(K. S. Varadkar)	(B. Mohan Rao)
Sd/-	Sd/-
(Ramesh Dessai)	(Ferdino Rebello)
Sd/-	Sd/-
(D. P. Sinha)	(S. V. Rao)
Sd/-	Sd/-
(A. M. Karnik)	(G. R. Sawant)
Sd/-	
(Mohan Rao)	
Sd/-	
(V. R. Pai Angle)	
Sd/-	
(A. B. Dessai)	
Sd/-	
(J. I. Dialani)	
Sd/-	
(R. Sundaram)	

Witnesses:

(R. S. Mardolkar)

Before Me.

Sd/-

(B. B. Naik)

Sd/-

(V. Sinha)

Commissioner,

Labour and Employment,

Panaji:

Dated: 26th January, 1981.

ANNEXURE — A

List of employers on whom the strikes notices are served.

1. M/s. V. S. Dempo & Co.
2. M/s. Chowgule & Co. Pvt. Ltd.
3. M/s. Salgaonkar Mining Industries.
4. M/s. Sesa Goa Pvt. Ltd.
5. M/s. Fomento Barges Pvt. Ltd.
6. M/s. Timblo Pvt. Ltd.
7. M/s. Pandurang Timblo Industries.
8. M/s. D. B. Bandodkar & Sons.
9. M/s. R. N. S. Bandekar & Sons (S) Pvt. Ltd.
10. M/s. G. N. Agrawal.
11. M/s. Shaparia Dock & Steel Co.
12. M/s. Tolani Ltd.
13. M/s. Bombay Marine Engineering Works Ltd.
14. M/s. Vipul Shipping Engg. Works.
15. M/s. G. R. Engineering Works Ltd.
16. M/s. Tyresoles Concessionaires Pvt. Ltd.
17. M/s. Eureka Shipping Co.
18. M/s. Eastern Navigation.
19. M/s. Costa River Transport.
20. M/s. Sardesai Shipping Lines.
21. M/s. Indian Shipping Lines.
22. M/s. Sanghi Brothers (I) Ltd.
23. M/s. Carsons.
24. M/s. Cabral & Co.
25. M/s. Sanghi Motors (B) Ltd.
26. M/s. Shyama Coastal.
27. M/s. Mackinon Mackenzie & Co.
28. M/s. Zuari River Lighterage.
29. M/s. Kalyan Shipping Lines.
30. M/s. Damodar Shipping & Trading Co.
31. M/s. U. A. Sarmalkar.
32. M/s. Agencia Commercial Maritima.
33. M/s. Maini Shipping Co.
34. M/s. Aquarius Pvt. Ltd.
35. M/s. Project Automobiles.
36. M/s. Importer International.

ANNEXURE — 'B'

GOA BARGE OWNERS' ASSOCIATION

Dipak Mahal

Vasco-da-Gama 403802

Ref. No. 80-81/11N
The Commissioner,
Labour & Employment,
Govt. of Goa, Daman and Diu,
Junta House, 1st Floor,
Panaji-Goa.

Date: 18th Dec. 1980

Dear Sir,

Sub: — Conciliation in the matter of Charter of Demands of the Bargecrew.

This is to inform you that in the Extraordinary General Body Meeting of this Association held on March 21, 1980 a Goa Barge Owners' Negotiation Committee comprising of the following members was constituted to negotiate with the United Bargemen's Association as regards the Charter of Demands: —

Name	Organisation
1. Shri A. V. Salgaonkar (Chairman).	Sesa Goa Pvt. Ltd.
2. Capt. K. S. Varadkar/Shri Ashok Deshpabhu.	President / Vice-President. Goa Barge Owners' Association.
3. Shri Ramesh Dessai	Industrial Relations Consultant.
4. D. P. Sinha	Chowgule & Co. Pvt. Ltd.

Name	Organisation
5. Shri A. M. Karnik/Umesh Nayak	V. S. Dempo & Co. Pvt. Ltd.
6. Shri Mohan Rao/K. K. Mehta	V. M. Salgaonkar & Bro. Pvt. Ltd.
7. Shri K. H. Ghadiali/Laxmi Narayan/V. H. Pai Angle	Rajaram Bandekar & Sons Pvt. Ltd.
8. Shri V. S. Raikar/A. B. Dessai	Orient (Goa) Pvt. Ltd.
9. Shri J. I. Dialani	Tolani Pvt. Ltd.
10. Shri R. Sundaram	Tyresoles Concessionaires Private Limited.

The above Committee has been authorised to represent our members in the above matter.

The list of the members of our Association is enclosed herewith.

Thanking you,

Yours faithfully

Sd/-

For Goa Barge Owners' Association
(Capt. K. S. Varadkar),
President

C. C.

Mr. A. V. Salgaonkar, Chairman, Goa Barge Owners' Neg. Committee, Vasco.

Enclosure to Annexure "B"

List of authorisations under Section 36(2) of the Industrial Disputes Act, 1947

1. M/s V. S. Dempo and Co. Pvt. Ltd.
2. M/s. Chowgule and Co. Pvt. Ltd.
3. M/s. V. M. Salgaonkar and Bros. Pvt. Ltd.
4. M/s. Salgaonkar Mining Industries.
5. M/s. Sesa Goa Private Ltd.
6. M/s. Fomento Barges Pvt. Ltd.
7. M/s. Timblo Pvt. Ltd.
8. M/s. Pandurang Timblo Industries.
9. M/s. D. B. Bandodkar and Sons.
10. M/s. Rajaram Bandekar and Sons (Shipping) Pvt. Ltd.
11. M/s. Gangadhar Narandas Agarwal.
12. M/s. Tolani Limited.
13. M/s. Bombay Marine Engineering Work Ltd.
14. M/s. Vipul Shipping Engineering Works.
15. M/s. G. R. Engineering Works Pvt. Ltd.
16. M/s. Tyresoles Concessionaires Ltd.
17. M/s. Eureka Shipping Company Pvt. Ltd.
18. M/s. Costa River Transport.
19. M/s. Sardesai Shipping Lines.
20. M/s. Sanghi Brothers (Indore) Ltd.
21. M/s. Sanghi Motors (Bombay) Ltd.
22. M/s. Shyama Coastal Shipping Co. Pvt. Ltd.
23. M/s. Mackinon Mackanzir and Co. Ltd.
24. M/s. Zuari River Lighterage Pvt. Ltd.
25. M/s. Kalyan Shipping Lines.
26. M/s. Orient Charterers.
27. M/s. Damodar Shipping and Trading Co.
28. M/s. Maini Shipping Ltd.
29. M/s. Acquarius Pvt. Ltd.
30. M/s. Project Automobiles.
31. M/s. Importar International.
32. M/s. Express Industrial Services Pvt. Ltd.
33. M/s. Agencia Commercial Maritima.
34. M/s. Sahi Ore Trans. Pvt. Ltd.
35. M/s. Rajesh Shipping Corporation.
36. M/s. Anant V. Sarmalkar.

ANNEXURE — 'C'

SESA GOA PRIVATE LTD.

December, 18, 1980

To,
The Commissioner,
Labour and Employment,
Govt. of Goa, Daman and Diu,
Junta House, 1st Floor,
Panaji-Goa.

Dear Sir,

Sub:— Conciliation in the matter of Charter of demands of the Bargecrew.

We hereby authorise the Goa Barge Owners' Negotiating committee comprising of the following members to represent us before you in the above matter.

Name	Organisation
1. Shri A. V. Salgaonkar (Chairman).	Sesa Goa Pvt. Ltd.
2. Capt. K. S. Varadkar/Shri Ashok Deshpabhu.	President / Vice-President. Goa Barge Owners' Association.
3. Shri Ramesh Dessai	Industrial Relations Consultant Chowgule & Co. Pvt. Ltd.
4. D. P. Sinha	
5. Shri A. M. Karnik/Umesh Nayak	
6. Shri Mohan Rao/K. K. Mehata	V. S. Dempo & Co. Pvt. Ltd.
7. Shri K. H. Ghadiali/Laximi Narayan/V. H. Pai Angle	
8. Shri V. S. Raikar/A. B. Dessai	V. M. Salgaonkar & Bros. Pvt. Ltd.
9. Shri J. I. Dialani	Rajaram Bandekar & Sons Pvt. Ltd.
10. Shri R. Sundaram	Orient (Goa) Pvt. Ltd. Tolani Pvt. Ltd. Tyresoles Concessionaires Private Limited.

Yours faithfully,

Sesa Goa Pvt. Limited

Sd/-

Director

True Copy

ANNEXURE — 'D'

CHOWGULE AND CO. PRIVATE LIMITED.

20th December, 1980

To,
The Commissioner,
Labour and Employment,
Govt. of Goa, Daman and Diu,
Junta House, 1st Floor,
Panaji-Goa.

Dear Sir,

Sub:— Conciliation in the matter of Charter of Demands of the Bargecrew.

We hereby authorise the Goa Barge Owners' Negotiating committee comprising of the following members to represent us before you in the above matter.

Name	Organisation
1. Shri A. V. Salgaonkar (Chairman).	Sesa Goa Pvt. Ltd.
2. Capt. K. S. Varadkar/Shri Ashok Deshpabhu.	President / Vice-President. Goa Barge Owners' Association.
3. Shri Ramesh Dessai	Industrial Relations Consultant.
4. Shri D. P. Sinha.	Chowgule & Co. Pvt. Ltd.
5. Shri A. M. Karnik/Umesh Nayak	V. S. Dempo & Pvt. Ltd.
6. Shri Mohan Rao/K. K. Mehta	V. M. Salgaonkar & Bros. Pvt. Ltd.
7. Shri K. H. Ghadiali/Laximi Narayan/V. H. Pai Angle	Rajaram Bandekar & Sons Pvt. Ltd.
8. Shri V. S. Raikar/A. B. Dessai	Orient (Goa) Pvt. Ltd.
9. Shri J. I. Dialani	Tolani Pvt. Ltd.
10. Shri R. Sundaram	Tyresoles Concessionaires Private Limited.

Yours faithfully,

PP. Chowgule and Co. Pvt. Ltd.

Sd/-

(S. S. SINARI)

True Copy